

SMDP News

Sustainable Management Development Program

Better management, stronger programs, healthier people

U.S. Department of Health and Human Services
Centers for Disease Control and Prevention



Welcome to the SMDP NEWS

SMDP News, the newsletter for CDC's Sustainable Management Development Program (SMDP):

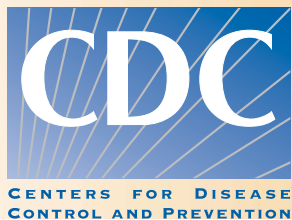
- Informs members of the international health community about SMDP activities.
- Supports graduates of SMDP's annual Management for International Public Health (MIPH) course.
- Facilitates country-to-country exchanges of information and experience in public health management development.

SMDP NEWS is published quarterly, and distributed to all MIPH graduates. Graduates are encouraged send articles, photos and updates on their activities, as well as corrections to mail and email addresses and phone numbers for the directory.

Current and past editions of the **SMDP NEWS** can be viewed at our website: www.cdc.gov/smdp

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Pictured above, MIPH graduate Lori Duenas ('00) 2nd row, seated, in blue. Front row: Maria Pangelinan ('02), Tina Santos ('04), Pas Calvo ('04), and Mike Malison, SMDP.

CNMI DPH Works to Improve Customer Care

MIPH graduates Lori Duenas (MIPH '00) and Maria Pangelinan ('02), University of Guam, assisted 2004 MIPH graduates Pasquana Calvo and Tina Santos, Department of Public Health, Commonwealth of the Northern Mariana Islands (CNMI), in planning and conducting a management training workshop in Saipan, February 28 – March 4, 2005. Twenty-eight participants from the Commonwealth Health Center attended the training, including senior managers of the nursing, maintenance, medical supply, and finance units.

CNMI's Secretary of Public Health, Dr. James Hofschneider, also attended the training. Dr. Hofschneider stated that the objective of the course is "for the participants to apply the leadership skills learned to implement the Quality Improvement Story in

order to positively affect customer care at the Commonwealth Health Center."

Another participant in the course, Ray Chong, acting maintenance manager, described how the course broadened his understanding of improving hospital services. "Sitting with the nurse managers this week has made me realize the importance of supporting the health care providers. I will be working to improve the service for the internal customers as well as the external customers of the hospital, promoting quality of health care," he stated.

Participants from the training are working in teams of 2-3 persons to apply the quality improvement process to priority management issues at the Commonwealth Health Center during the next three months. The MIPH graduates and

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SMDP Receives Public Health Service Unit Commendation Award

SMDP has received the U.S. Public Health Service Unit Commendation Award from the Department of Health and Human Services, for contributions to improving tuberculosis control in Vietnam. In the award recommendation, CDC's Dr. Michael Iademarco, Division of TB Elimination, cited the impact of SMDP's public health management program in building a core team of Vietnamese TB professionals who are better able to solve management problems in their organizations. The Unit Commendation states that "Through the direct work of program-related field projects, TB control has significantly improved in Vietnam.... As a

result of these (training) efforts, Vietnam has long-term self-sufficient capacity to train its TB public health professionals."

The commendation also recognizes Dr. Michael Malison and SMDP for building consensus among stakeholders such as USAID, the Royal Netherlands Tuberculosis Association, the Vietnam National Tuberculosis Program, the Hanoi School of Public Health, and the Vietnam Ministry of Health in support of strengthening public health management training capacity.

MIPH Alumni News

Elena Kosevska ('04) has been promoted to Associate Professor, Medical Faculty, Department of Social Medicine, University of St. Cyril and Methodius, Skopje, Macedonia. She had been Assistant Professor since 1996.

Mome Spasovski ('03) has been selected Vice Dean of International Affairs, Medical Faculty, University of St. Cyril and Methodius, Skopje, Macedonia. He had been Chair of the Department of Social Medicine from 1999 to 2005.

Harry Mussa Banda ('02) has received a bachelors degree in biomedical sciences from the University Of Zambia School Of Medicine. He had been Chief Medical Laboratory Technologist in charge of Eastern Province since 1995, and has been designated Biomedical Scientist for the province.

Keerti Pradhan (MIPH '01) organized and co-taught in the 4th international workshop on Management Training for Eye Care Program Managers during February 21-March 4, 2005, at LAICO-Aravind Eye Care System, Madurai, India. The 30 workshop participants came from 15 countries or territories, including Afghanistan, Armenia, Bangladesh, Cambodia, Ethiopia, Ghana, India, Kenya, Malawi, Nigeria, South Africa, Sierra Leone, Tanzania, Tibet, and Uganda. Many participants are employed as senior-level decision-makers at the national or regional level in their countries.

The annual 2-week workshop is designed to improve the efficiency and effectiveness of eye care programs. Keerti developed the curriculum in 2002 with technical assistance from SMDP and the active support of LAICO's Executive Director, Mr. R. D. Thulasiraj. In the four years the workshop has been held, 120 participants have been trained from government agencies, NGOs, and international aid agencies.

CNMI training, cont'd

course facilitators will supervise the projects teams at their worksites. After successfully completing their quality improvement projects, participants will attend a graduation workshop in the summer of 2005.

From the daily Saipan Tribune newspaper, p. 8, March 4, 2005

SMDP Biennial Conference May 22-26, 2006 Strengthening Global Public Health Management Training Capacity

The 3rd biennial SMDP conference will be held in Cape Town, South Africa, known as the "mother city." Cape Town's people represent diverse cultures, including Malay, European, Asian, Xhosa, and descendants of the Khoi indigenous peoples of the Kalahari. The 2006 conference will offer opportunities to share best practices and to attend skill-building workshops that address management issues in public health program development and the delivery of public health services. SMDP program and project awards will be presented to outstanding international public health management training efforts.

Check the SMDP website periodically for conference updates: www.cdc.gov/smdp.



Cape Town's Victoria and Alfred waterfront, with Table Mountain in the background.

CDC Global AIDS Program Collaborates with SMDP

Each April, country directors and selected staff from 25 Global AIDS Program (GAP) countries assemble in Atlanta to review the previous year's accomplishments and plan for the future. *SMDP News* spoke with MIPH graduates and country GAP directors about future plans for developing public health management training capacity in their countries.

Peter Kilmarx, GAP Country Director, Botswana, told *SMDP News* that part of BOTUSA's 2005 plan is to continue working with the Institute of Development Management, a Botswana training institution, to expand public health management training to other NGOs and government agencies. GAP began training HIV/AIDS program managers in community-based organizations, NGOs, the Ministry of Health, and the voluntary HIV counseling and testing center program known as Tebelopele. To date, 31 HIV/AIDS program managers in Botswana have completed the 3-week training program carried out over a 6-month period.

Peter wants to ensure that the management training will improve health delivery processes over time.

To this end, the training program will undergo an independent qualitative evaluation in June-August 2005. Peter said that the evaluation is designed to assess whether training is having a positive impact on managers from different organizations, and whether training should focus strategically on a smaller number of organizations with more intensive follow-up over time.

Alfredo Vergara, GAP Country Director, Mozambique, sees a pressing need for management training within that country's health system. Mozambique has been working since 1992 to rebuild its health infrastructure. The country has about 600 physicians to serve a population of 18 million, and 200 of them are in the capital Maputo. In addition, fewer than 50 persons in Mozambique have public health degrees. Alfredo acknowledged that delivering public health services under these conditions creates enormous challenges, and that

improving the capacity of lower-level health care workers is a key to improving delivery of health services.

Alfredo learned about the CDC GAP management training program in Malawi during his work as a program reviewer there. "I saw what had been done in Malawi as a result of the MIPH program and I knew that it could apply to the Mozambicans, who are very practical. What I like best about the MIPH course is that it resembles the CDC Epidemic Intelligence Service training, where you have a specific problem, you work out a solution, and develop a plan to implement it." Alfredo saw that SMDP's model develops

participants' skills in practical problem solving and measuring results before they can graduate. In addition, the goal is to build a sustainable local training program, taught in the local language. This is why he decided to begin the process in Mozambique in 2005 by sending two participants to the 2005 MIPH course.

Donna Kabatesi (MIPH '02), as Program Director for GAP, directs the management

training program in Uganda. She has been a tireless advocate of incorporating management training and management activities "as part and parcel of good programming for public health," she said. "Every year we have at least a couple of people coming to the MIPH course," and 2005 is no exception. "What I see for the future is increasingly a Ugandan-defined training package based on MIPH," she explained.

Donna said that the training program in Uganda now speaks for itself. For example, as a result of witnessing the effects of quality improvement on laboratory practices, the GAP Uganda office will allocate funds to support laboratory management training activities. "I'm very excited because this funding didn't come from my own advocacy activities; it came from the laboratory applied learning projects."



Clockwise: Donna Kabatesi, M.D., M.P.H. '02), Program Director, GAP Uganda; Peter Kilmarx, M.D., Medical Officer and GAP Botswana Director; and Alfredo Vergara Ph.D., Epidemiologist and GAP Mozambique Director.

2nd Management Training Cohort Graduates in Uganda



TQM graduates and workshop instructors--Back row from left: Mr. Stephen Ssebaggala, Training Coordinator, CDC Uganda; Laurel Zaks, SMDP; Institute of Public Health (IPH)/CDC HIV Fellows, Makerere University--Mr. Robert Kamoga, Dr. Sarah Asiime, Ms. Joan Mugenzi, Dr. Enid Mbabazi, Ms. Juliet Kanyesigye; Dr. Donna Kabatesi, Program Director, GAP Uganda; Dr. Wamuyu Maina, Coordinator IPH/CDC HIV Fellowship Program. Front row from left: IPH/CDC HIV Fellows Dr. Hizaamu Ramadhan, Dr. George Bhoka Didi, Mr. Ibrahim Lutalo, and Mr. Bob Mutebi.

Graduates from the second TQM workshop in Uganda organized by the Institute of Public Health (IPH) at Makerere University presented the results of their applied learning projects during two separate dissemination workshops on February 24 and 25, 2005, in Entebbe and Kampala.

In the dissemination workshop held on February 24, 7 laboratory personnel from CDC Uganda and the Ministry of Health presented the results of their TQM projects to 55 representatives from stakeholder institutions, including USAID, the Ministry of Health, Uganda Virus Research Institute Laboratory, International AIDS Vaccine Initiative, and the Joint Clinical Research Center. As a result of one successful lab project carried out from May 2004-January 2005, all 86,130 registered samples in the CDC Uganda laboratory database were updated (see SMDP's 2004 progress report to GAP, page 32).

MIPH graduates Rudolf Buga ('04) and Peter Awongo ('02) provided technical assistance to the laboratory participants, assisted by Stephen Ssebaggala, Training Advisor, CDC Uganda.

On February 25, 15 participants, comprising IPH/CDC HIV Fellows and their host institution counter-



IPH/CDC HIV Fellow George Bhoka Didi presents the results of his team's applied learning project in Yumbe District to improve timely reporting of HIV/AIDS services.

parts, graduated in a second, separate dissemination workshop that highlighted their fellowship program outputs and their applied learning project results. The audience included 70 stakeholder representatives from national and district organizations, Ministries of Health, Makerere University John Hopkins University Research Collaboration, The AIDS Support Organization (TASO), Uganda AIDS Commission, Red

Cross, World Vision, and the Uganda Peoples' Defense Force.

In both workshops, the graduation projects demonstrated tangible impacts on important process-oriented managerial problems. MIPH graduate Wamuyu Maina ('03) was the lead coordinator for this second management training in Uganda. Donna Kabatesi ('02) provided both instructional and logistical support. Primo Madra ('03) and Rudolf Buga ('04) also co-taught in the April 2004 workshop. Upon his return to Uganda in the fall, MIPH 2004 graduate Elizeus Rutebemberwa provided technical assistance to participant teams as projects neared completion.

Current SMDP partners are the Global AIDS Program in Uganda and the Institute of Public Health (IPH) at Makerere University, www.iph.ac.ug.

2004 SMDP Report to GAP

The 2004 Progress Report to CDC's Global AIDS Program is now available as a PDF file for downloading from the SMDP website—www.cdc.gov/smdp. If you would to receive a hard copy by post, please contact us at smdp@cdc.gov.